

**PENGARUH *ORGANIZATIONAL COMMITMENT* TERHADAP
ORGANIZATIONAL CITIZENSHIP BEHAVIOR PADA PERAWAT RAWAT
INAP DI RSUD DR. H. KOESNADI**

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INTISARI

Organizational Citizenship Behavior (OCB) merupakan bentuk perilaku sukarela perawat yang memberi kontribusi besar terhadap keberhasilan pelayanan keperawatan, di mana rendahnya OCB berisiko menurunkan kualitas asuhan keperawatan dan melemahkan kerja sama tim, yang berkaitan dengan tingkat *Organizational Commitment* perawat di ruang rawat inap RSUD dr. H. Koesnadi. Penelitian ini bertujuan untuk mengetahui pengaruh *Organizational Commitment* terhadap OCB pada perawat rawat inap di rumah sakit tersebut, menggunakan pendekatan kuantitatif asosiatif. Data dikumpulkan dari perawat rawat inap melalui pengisian kuesioner secara langsung, dengan instrumen *Organizational Commitment* dan OCB yang telah disesuaikan dengan karakteristik populasi penelitian, kemudian dianalisis menggunakan regresi sederhana. Hasil pengujian hipotesis menunjukkan adanya pengaruh positif dan signifikan dari *Organizational Commitment* terhadap OCB perawat, dengan nilai F 14,1 dan $p < 0,001$, serta koefisien determinasi (R^2) sebesar 8,7%, sementara sisanya sebesar 91,3% dipengaruhi oleh variabel lain di luar *Organizational Commitment*, misalnya gaya kepemimpinan kepala ruangan, kepuasan kerja, beban kerja, dan dukungan organisasi. Dengan demikian, pihak manajemen RSUD dr. H. Koesnadi perlu memperhatikan faktor-faktor tersebut agar peningkatan OCB perawat dapat berjalan lebih menyeluruh.

Kata Kunci: *Organizational Citizenship Behavior, Organizational Commitment, Perawat*

1. Penulis
2. Dosen Pembimbing I
3. Dosen Pembimbing II

**THE INFLUENCE OF ORGANIZATIONAL COMMITMENT ON
ORGANIZATIONAL CITIZENSHIP BEHAVIOR AMONG INPATIENT
NURSES AT RSUD DR. H. KOESNADI**

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ABSTRACT

Organizational Citizenship Behavior (OCB) is a form of nurses' voluntary behavior that contributes significantly to the success of nursing services. Low OCB risks decreasing the quality of nursing care and weakening teamwork, which is related to the level of nurses' Organizational Commitment in the inpatient ward of RSUD dr. H. Koesnadi. This study aimed to determine the effect of Organizational Commitment on OCB among inpatient nurses at the hospital, using a quantitative associative approach. Data were collected from inpatient nurses through direct questionnaire administration, using Organizational Commitment and OCB instruments that had been adjusted to the characteristics of the study population, which were then analyzed using simple regression analysis. The hypothesis testing results showed a positive and significant effect of Organizational Commitment on nurses' OCB, with an F value of 14.1 and $p < 0.001$, and a coefficient of determination (R^2) of 8.7%. The remaining 91.3% was influenced by other variables outside Organizational Commitment, such as head nurse leadership style, job satisfaction, workload, and organizational support. Therefore, the management of RSUD dr. H. Koesnadi needs to pay attention to these factors so that the improvement of nurses' OCB can proceed more comprehensively.

Keywords: *Organizational Citizenship Behavior, Organizational Commitment, Nurse*

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